

**State of Connecticut
Commission on Human Rights and Opportunities
Regular Commission Meeting
Legislative Office Building, Room 1A
Hartford, CT 06106
Wednesday, October 10, 2018**



2:00 p.m.

Regular Commission Meeting Minutes

Commissioners Present

Cherron Payne, Chair
Edward Mambruno, Secretary
Shuana Tucker
Edith Pestana
Joseph Suggs
Nicholas Kapoor

Commissioners Absent

Andrew Norton
Lisa Giliberto

Staff Present

Tanya Hughes, Executive Director Cheryl Sharp, Deputy Director	
Alix Simonetti, Commission Counsel III	Ronald Simpson, Regional Manager
Shawn Burns, Regional Manager	Jamie Rubin, Regional Manager
Neva E. Vigezzi, AA HRO Representative	Muriel Carpentier, AA HRO Representative
Monica H. Richardson, Executive Secretary	Kristen Daniels, Executive Secretary
Emily Melendez, Assistant Attorney General	

I. Chairperson: Cherron Payne, Presiding

The meeting was convened at 2:06 p.m.

II. Secretary: Edward Mambruno

A motion was made by Commissioner Kapoor to approve the minutes of the October 10, 2018 Regular Commission Meeting. It was seconded by Commissioner Tucker. The vote was: Yes (5), No (0), and Abstentions (0). The motion carried.

III. Affirmative Action Recommendations – Vote Required

The following plans were presented by Deputy Director Cheryl Sharp:

A. Staff Recommendations: **Approval**

1. Office of the Secretary of State

Representing the agency was Deputy Secretary Scott Bates, Affirmative Action Officer Sofia Bonilla, and Executive Assistant to the Deputy, Tina Prakash.

The plan was recommended for **Approval**:

The agency did not meet all or substantially all of its hiring goals at 37.5%. The promotion goals were not established due to underutilization of race/sex groups is being addressed via the hiring goals and the program goals were met at 100% (4 out of 4).

The Contract Compliance Set-Aside Program for FY 2016/2017 showed 221% goal achievement for the SBE and 761.8% for the MBE.

The filing history is as follows: Approved, 2010, 2011, 2013, 2015, and Disapproved, 2017.

A motion was made by Commissioner Kapoor and seconded by Commissioner Suggs to accept the staff recommendation to **approve** the plan of the **Office of the Secretary of State** and retain annual filing status. The vote was: Yes (5), No (0) and Abstentions (0). The motion carried.

2. Office of the Chief Medical Examiner

Representing the agency was Dr. James R. Gill, Chief Medical Examiner and Nicole Brown, Human Resources Specialist and AAO.

The plan was recommended for **Approval**:

The agency did not meet all or substantially all of its hiring goals at 42.9%. The promotion goals were not established due to underutilization of race/sex groups is being addressed via the hiring goals and the program goals were met at 33.3% (1 out of 3).

The Contract Compliance Set-Aside Program for FY 2016/2017 showed 177.4% goal achievement for the SBE and 121.6% for the MBE.

The filing history is as follows: 2010, 2011, 2013, 2015, Approved and 2017, Disapproved.

A motion was made by Commissioner Norton and seconded by Commissioner Suggs to accept the staff recommendation to **approve** the plan of **Office of the Chief Medical Examiner** and retain annual filing status. The vote was: Yes (5), No (0) and Abstentions (0). The motion carried.

3. Eastern Connecticut State University

Representing the agency were Dr. William Salka, Interim Provost and Vice President for Academic Affairs, Dr. Stacey Close, Associate Vice President for Equity and Diversity, Eastern Connecticut State University and Mr. Jianguo Zhu, University HR Administrator for Recruiting and Reporting.

The plan was recommended for **Approval**:

The agency has not met all or substantially all of its hiring goals at 47.1%. The promotion goals were met at 50% and the program goals were achieved at 100% (2 out of 2).

The Contract Compliance Set-Aside Program for FY 2016/2017 showed 602% goal achievement for the SBE and 537% for the MBE.

The filing history is as follows: Approved, 2013, 2014, 2015, 2016, and 2017.

A motion was made by Commissioner Kapoor and seconded by Commissioner Pestana to accept staff recommendation to **approve** the plan of **Eastern Connecticut State University** and retain annual filing status. The vote was: Yes (5), No (0) and Abstentions (0). The motion carried.

4. Western Connecticut State University

Representing the agency were Dr. John Clark, President, Ms. Jesenia Minier-Delgado, Chief Diversity Officer, Mr. Fred Cratty, Chief Human Resources Officer and Mr. Daryle Dennis, Assistant Dean, Student Affairs.

The plan was recommended for **Approval**:

The agency has not met all or substantially all of its hiring goals at 38.9%. The promotion goals were met at 46.7% and the program goals were achieved at 75% (2 out of 2).

The Contract Compliance Set-Aside Program for FY 2016/2017 showed 158.2% goal achievement for the SBE and 363.2% for the MBE.

The filing history is as follows: 2011, Conditionally Approved, 2012, Approved, 2014 Approved, 2016, Disapproved and 2017, Approved.

A motion was made by Commissioner Norton and seconded by Commissioner Suggs to accept the staff recommendation to **approve** the plan of **Western Connecticut State University** and retain annual filing status. The vote was: Yes (5), No (0) and Abstentions (0). The vote was unanimous.

V. Request for Exemption:

Presented by Alix Simonetti, Commission Counsel III

1. UCHC Contract Compliance Blanket Exemption Request – Certain Grant-Based Collaborative and Consulting Agreements

****Chair Payne recused herself and left the chamber at 2:42 p.m. Commissioner Tucker presided over the exemption.**

Following a presentation made by the agency, a motion was made by Commissioner Kapoor and seconded by Commissioner Suggs to accept the staff recommendation that the request

for exemption be **conditionally granted** with four conditions for the continuous period from October 10-2018- to November 15, 2019. The vote was: Yes (5), No (0) and Abstentions (0). The motion carried unanimously.

****Chair Payne** returned to the chamber at 2:47 p.m. and presided over the meeting.

2. Connecticut State Library - For the Family Search Affiliate Library Agreement with the Church of Jesus Christ of Latter-day Saints

Following a presentation made by the agency, a motion was made by Commissioner Tucker and seconded by Commissioner Pestana to accept the staff recommendation that the request for exemption be **conditionally granted** from the nondiscrimination contract compliance requirements of Conn Gen Stat Sections 4a-60(a) and 4a-60a(a), for the Family Search Affiliate Library Program with two conditions. The vote was: Yes (4), No (1) and Abstentions (0). The motion carried.

VI. Division Reports

Executive Director's Report: by Tanya Hughes, Executive Director

Director Hughes reported on the following items: Personnel, communications with the governor's office, public relations and engagements, CHRO Anniversary activities, operations, execution of HUD award agreement, Eastern region renovations, EEOC regional Conference, training seminar for commissioners, etc.

Outreach Report: presented by Cheryl Sharp, Deputy Director

Future Outreach Activities

- CHRO Gala, Leaders and Legends, Oct 23, at the Bond Ballroom, Hartford
- Department of Education's School Disciplinary Collaborative, Oct 31
- Diversity and Inclusion Summit, Oct 24
- Affirmative Action Working Group,

A newly formatted detailed report was provided. See attached.

VII. New Business: N/A

VIII. Executive Session

(Requires a two-thirds vote of Commissioners Present and Voting – Staff and Guests Invited to Attend Must Be Noted)

IX. Old Business: N/A

X. Adjournment

A motion was made by Commissioner Pestana to adjourn the meeting and was seconded by Commissioner Mambruno. The motion to adjourn carried unanimously. The vote was Yes (5), No (0), and Abstentions (0). The meeting adjourned at 3:20 p.m.